

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
RC PETITION

DO NOT WRITE IN THIS SPACE

Case No.
03-RC-282115Date Filed
8/30/2021

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov/, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer:
Starbucks Corporation

2b. Address(es) of Establishment(s) involved (Street and number, City, State, ZIP code):
933 Elmwood Ave., Buffalo, NY 14222

3a. Employer Representative - Name and Title:
Kevin Johnson, President and CEO
(see attached for District Manager)

3b. Address (if same as 2b - state same):
Same

3c. Tel. No.
206-318-2212

3d. Cell No.

3e. Fax No.

3f. E-Mail Address
kevin.johnson@starbucks.com

4a. Type of Establishment (Factory, mine, wholesaler, etc.)
Coffee shop

4b. Principal Product or Service
Food and beverage

5a. City and State where unit is located:
Buffalo, NY

5b. Description of Unit Involved:

Included:

All full-time and regular part-time Baristas, Shift Supervisors, Asst. Store Managers

Excluded:

Store Managers; office clericals, guards, and supervisors as defined by the Act

6a. Number of Employees in Unit:
21

6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? ☒ Yes ☐ No

Check One: ☐ 7a. Request for recognition as Bargaining Representative was made on (Date) _____ and Employer declined recognition on or about (Date) _____ (If no reply received, so state).
☐ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (If none, so state)
None

8b. Address:

8c. Tel. No.

8d. Cell No.

8e. Fax No.

8f. E-Mail Address

8g. Affiliation, if any:

8h. Date of Recognition or Certification

8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)

9. Is there now a strike or picketing at the Employer's establishment(s) involved? No If so, approximately how many employees are participating? _____
(Name of Labor Organization) _____, has picketed the Employer since (Month, Day, Year) _____

10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)
None

10a. Name

10b. Address

10c. Tel. No.

10d. Cell No.

10e. Fax No.

10f. E-Mail Address

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election:

11a. Election Type:
☒ Manual ☐ Mail ☐ Mixed Manual/Mail

11b. Election Date(s):
9/13/21

11c. Election Time(s):
TBD

11d. Election Location(s):
Store premises

12a. Full Name of Petitioner (including local name and number):
Workers United Upstate

12b. Address (street and number, city, State and ZIP code):
2954 Main Street, Suite 556
Buffalo, NY 14214

12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state):
Workers United

12d. Tel. No.
585-473-3280

12e. Cell No.

12f. Fax No.

12g. E-Mail Address
gbonadonnajr@rjrb.org

13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

13a. Name and Title:
Ian Hayes, Attorney

13b. Address (street and number, city, State and ZIP code):
Creighton, Johnsen & Giroux
1103 Delaware Ave., Buffalo, NY 14209

13c. Tel. No.
716-854-0007

13d. Cell No.

13e. Fax No.
716-854-0004

13f. E-Mail Address
ihayes@cpjglaborlaw.com

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print)
Ian Hayes

Signature


Title
Attorney

Date
08/30/21

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to RC Petition – Sections 3a-3f:

David Lefrois, District Manager
585-975-9135
dlefrois@starbucks.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
RC PETITION

DO NOT WRITE IN THIS SPACE

Case No.


03-RC-282127

Date Filed

8/30/2021

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlrb.gov/, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. **The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.**

2a. Name of Employer: Starbucks Corporation		2b. Address(es) of Establishment(s) involved (Street and number, City, State, ZIP code): 5120 Camp Rd., Hamburg, NY 14075	
3a. Employer Representative - Name and Title: Kevin Johnson, President and CEO (see attached for District Manager)		3b. Address (if same as 2b - state same): Same	
3c. Tel. No. 206-318-2212	3d. Cell No.	3e. Fax No.	3f. E-Mail Address kevin.johnson@starbucks.com
4a. Type of Establishment (Factory, mine, wholesaler, etc.) Coffee shop		4b. Principal Product or Service Food and beverage	5a. City and State where unit is located: Hamburg, NY
5b. Description of Unit Involved: Included: All full-time and regular part-time Baristas, Shift Supervisors, Asst. Store Managers Excluded: Store Managers; office clericals, guards, and supervisors as defined by the Act			6a. Number of Employees in Unit: 30
			6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Check One: <input type="checkbox"/> 7a. Request for recognition as Bargaining Representative was made on (Date) _____ and Employer declined recognition on or about (Date) _____ (If no reply received, so state). <input type="checkbox"/> 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.			
8a. Name of Recognized or Certified Bargaining Agent (if none, so state) None		8b. Address:	
8c. Tel. No.	8d. Cell No.	8e. Fax No.	8f. E-Mail Address
8g. Affiliation, if any:		8h. Date of Recognition or Certification	8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)
9. Is there now a strike or picketing at the Employer's establishment(s) involved? <u>No</u> If so, approximately how many employees are participating? _____ (Name of Labor Organization) _____, has picketed the Employer since (Month, Day, Year) _____			
10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state) None			
10a. Name	10b. Address	10c. Tel. No.	10d. Cell No.
		10e. Fax No.	10f. E-Mail Address
11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election:		11a. Election Type: <input checked="" type="checkbox"/> Manual <input type="checkbox"/> Mail <input type="checkbox"/> Mixed Manual/Mail	
11b. Election Date(s): 9/13/21	11c. Election Time(s): TBD	11d. Election Location(s): Store premises	
12a. Full Name of Petitioner (including local name and number): Workers United Upstate		12b. Address (street and number, city, State and ZIP code): 2954 Main Street, Suite 556 Buffalo, NY 14214	
12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state): Workers United			
12d. Tel. No. 585-473-3280	12e. Cell No.	12f. Fax No.	12g. E-Mail Address gbonadonnajr@rrjb.org
13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.			
13a. Name and Title: Ian Hayes, Attorney		13b. Address (street and number, city, State and ZIP code): Creighton, Johnsen & Giroux 1103 Delaware Ave., Buffalo, NY 14209	
13c. Tel. No. 716-854-0007	13d. Cell No.	13e. Fax No. 716-854-0004	13f. E-Mail Address ihayes@cpjglaborlaw.com
I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.			
Name (Print) Ian Hayes	Signature 	Title Attorney	Date 08/30/21

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David Lefrois, District Manager
585-975-9135
dlefrois@starbucks.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
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Case No.
03-RC-282139Date Filed
8/30/2021

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov/, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

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2a. Name of Employer:
Starbucks Corporation

2b. Address(es) of Establishment(s) involved (Street and number, City, State, ZIP code):
4255 Genesee St., Cheektowaga, NY 14225

3a. Employer Representative - Name and Title:
Kevin Johnson, President and CEO
(see attached for District Manager)

3b. Address (if same as 2b - state same):
Same

3c. Tel. No.
206-318-2212

3d. Cell No.

3e. Fax No.

3f. E-Mail Address
kevin.johnson@starbucks.com

4a. Type of Establishment (Factory, mine, wholesaler, etc.)
Coffee shop

4b. Principal Product or Service
Food and beverage

5a. City and State where unit is located:
Cheektowaga, NY

5b. Description of Unit Involved:

Included:

All full-time and regular part-time Baristas, Shift Supervisors, Asst. Store Managers

Excluded:

Store Managers; office clericals, guards, and supervisors as defined by the Act

6a. Number of Employees in Unit:
21

6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? ☒ Yes ☐ No

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☐ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (If none, so state)
None

8b. Address:

8c. Tel. No.

8d. Cell No.

8e. Fax No.

8f. E-Mail Address

8g. Affiliation, if any:

8h. Date of Recognition or Certification

8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)

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(Name of Labor Organization) _____, has picketed the Employer since (Month, Day, Year) _____

10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)
None

10a. Name

10b. Address

10c. Tel. No.

10d. Cell No.

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10f. E-Mail Address

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election:

11a. Election Type:

☒ Manual ☐ Mail ☐ Mixed Manual/Mail

11b. Election Date(s):
9/13/21

11c. Election Time(s):
TBD

11d. Election Location(s):
Store premises

12a. Full Name of Petitioner (including local name and number):
Workers United Upstate

12b. Address (street and number, city, State and ZIP code):
2954 Main Street, Suite 556
Buffalo, NY 14214

12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state):
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12d. Tel. No.
585-473-3280

12e. Cell No.

12f. Fax No.

12g. E-Mail Address
gbonadonnajr@rrjb.org

13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

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Ian Hayes, Attorney

13b. Address (street and number, city, State and ZIP code):
Creighton, Johnsen & Giroux
1103 Delaware Ave., Buffalo, NY 14209

13c. Tel. No.
716-854-0007

13d. Cell No.

13e. Fax No.
716-854-0004

13f. E-Mail Address
ihayes@cpjglaborlaw.com

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print)
Ian Hayes

Signature

Ian Hayes

Title
Attorney

Date
08/30/21

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